

2016 Federal Employee Viewpoint Survey
FCC Results

2016 Federal Employee Viewpoint Survey Responses for the Federal Communications Commission (FCC)

The 2016 Federal Employee Viewpoint Survey (FEVS) was administered government-wide by the U.S. Office of Personnel Management (OPM) from April 26, 2016 through June 14, 2016. The survey was a self-administered Internet questionnaire offered to all permanent employees on board as of October 31, 2015. The 2016 FEVS remained unchanged from the 2015 survey. It contained 98 items; 84 measured Federal employees' perceptions about how effectively agencies manage their workforce and 14 were demographic questions. Included in the survey were 40 items prescribed by OPM that must be asked of employees each year. These questions are identified with an asterisk.

Of the 1,552 FCC employees surveyed, 648 (41.8%) participated. When FCC responses to the FEVS questions (excluding the demographic items) are ranked by positive response (e.g., strongly agree and agree, or very satisfied and satisfied), the top five responses indicate that most employees feel that: 1) when needed they are willing to put in the extra effort to get a job done; 2) the overall quality of the work done by their work unit is high; 3) they are constantly looking for ways to do their job better; 4) the work they do is important; and 5) their supervisor supports their need to balance work and other life issues. The bottom five responses indicate that few employees agree that: 1) pay raises depend on how well employees perform their jobs; 2) in their work units, steps are taken to deal with a poor performer who cannot or will not improve; 3) they have sufficient resources to get their job done; 4) in their work unit, differences in performance are recognized in a meaningful way; and 5) they are satisfied with their opportunity to get a better job in the agency.

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/Very Good/Very Satisfied %	Agree/Good/Satisfied %	Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %	Disagree/Poor/Dissatisfied %	Strongly Disagree/Very Poor/Very Dissatisfied %	Percent Negative %	Strongly Agree/Very Good/Very Satisfied N	Agree/Good/Satisfied N	Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied N	Disagree/Poor/Dissatisfied N	Strongly Disagree/Very Poor/Very Dissatisfied N	Item Response Total** N	Do Not Know/No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	64.48%	22.51%	41.97%	15.84%	12.92%	6.76%	19.69%	155	273	100	80	40	648	N/A
Agree -disagree	2	I have enough information to do my job well.	69.51%	21.52%	47.99%	15.10%	11.26%	4.12%	15.39%	144	305	99	69	26	643	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	59.70%	24.98%	34.72%	20.44%	12.03%	7.83%	19.86%	170	217	125	82	46	640	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	71.73%	28.08%	43.65%	13.10%	9.42%	5.75%	15.17%	187	280	82	60	39	648	N/A
Agree -disagree	5	*I like the kind of work I do.	79.90%	35.59%	44.31%	13.57%	3.84%	2.69%	6.53%	226	286	87	23	18	640	N/A
Agree -disagree	6	I know what is expected of me on the job.	78.31%	31.91%	46.40%	10.74%	7.96%	2.99%	10.95%	204	297	69	45	21	636	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.55%	66.81%	28.74%	2.47%	0.72%	1.25%	1.97%	429	186	16	4	8	643	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	87.14%	47.91%	39.22%	9.78%	1.80%	1.28%	3.09%	303	258	62	9	8	640	N/A

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Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.32%	12.20%	33.13%	17.20%	23.66%	13.82%	37.48%	79	211	106	158	87	641	5
Agree -disagree	10	*My workload is reasonable.	64.59%	15.57%	49.02%	17.86%	12.02%	5.54%	17.56%	97	310	113	79	36	635	5
Agree -disagree	11	*My talents are used well in the workplace.	55.73%	18.92%	36.81%	19.58%	12.51%	12.18%	24.69%	123	236	117	78	70	624	7
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	79.67%	28.51%	51.16%	10.97%	5.67%	3.69%	9.36%	189	315	70	37	22	633	8
Agree -disagree	13	*The work I do is important.	85.09%	39.15%	45.94%	10.73%	2.36%	1.82%	4.18%	249	288	68	16	12	633	8
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.28%	25.53%	48.75%	13.23%	7.73%	4.76%	12.49%	162	310	85	52	28	637	7
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	75.20%	29.57%	45.63%	16.24%	5.10%	3.46%	8.56%	190	284	95	36	21	626	15
Agree -disagree	16	I am held accountable for achieving results.	77.90%	28.00%	49.90%	16.66%	3.38%	2.06%	5.44%	184	315	101	22	12	634	7
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.66%	29.22%	35.44%	18.37%	8.74%	8.23%	16.97%	182	206	100	49	47	584	58
Agree -disagree	18	*My training needs are assessed.	46.20%	14.96%	31.24%	27.91%	16.88%	9.01%	25.89%	99	194	175	104	52	624	17

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Agree -disagree	19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.00%	28.69%	39.31%	17.38%	7.94%	6.68%	14.62%	178	241	97	46	34	596	50
Agree -disagree	20	*The people I work with cooperate to get the job done.	80.86%	34.81%	46.05%	9.64%	5.71%	3.79%	9.50%	231	290	61	38	25	645	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	42.45%	9.98%	32.47%	23.65%	18.79%	15.11%	33.90%	66	208	136	111	90	611	35
Agree -disagree	22	*Promotions in my work unit are based on merit.	40.36%	13.95%	26.41%	27.14%	15.98%	16.51%	32.49%	89	158	152	88	88	575	66
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.56%	7.49%	22.07%	31.13%	20.38%	18.93%	39.31%	47	125	158	119	102	551	91
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	36.62%	8.92%	27.70%	27.17%	20.81%	15.39%	36.21%	60	161	149	123	88	581	65
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	43.65%	11.99%	31.66%	21.62%	19.10%	15.63%	34.73%	78	184	117	110	88	577	67
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	70.90%	24.57%	46.33%	14.58%	8.90%	5.62%	14.53%	165	300	84	57	36	642	4
Agree -disagree	27	The skill level in my work unit has improved in the past year.	51.28%	16.63%	34.65%	30.75%	11.42%	6.55%	17.97%	107	208	181	67	41	604	44
Good -poor	28	How would you rate the overall quality of work done by your work unit?	87.66%	50.41%	37.25%	9.01%	1.95%	1.38%	3.33%	335	229	60	14	9	647	N/A

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Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.42%	17.49%	53.93%	19.06%	6.54%	2.98%	9.52%	108	329	110	41	17	605	29
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	42.83%	8.92%	33.91%	24.99%	20.47%	11.71%	32.18%	59	207	145	125	72	608	26
Agree -disagree	31	Employees are recognized for providing high quality products and services.	50.49%	13.65%	36.84%	22.73%	16.11%	10.67%	26.78%	87	228	130	104	60	609	25
Agree -disagree	32	*Creativity and innovation are rewarded.	41.26%	10.85%	30.41%	27.50%	19.23%	12.00%	31.23%	71	190	155	116	69	601	30
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	22.38%	6.88%	15.51%	27.93%	24.29%	25.40%	49.68%	42	88	146	139	141	556	75
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	55.43%	17.04%	38.40%	26.10%	8.03%	10.44%	18.47%	100	217	138	40	48	543	91
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	79.73%	26.57%	53.16%	13.13%	4.07%	3.07%	7.14%	165	318	79	23	18	603	32
Agree -disagree	36	*My organization has prepared employees for potential security threats.	73.52%	22.86%	50.66%	15.46%	6.76%	4.26%	11.02%	144	316	96	42	25	623	8
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.68%	20.14%	34.55%	20.26%	11.77%	13.28%	25.05%	124	201	112	67	74	578	58

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Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	64.00%	26.86%	37.14%	18.29%	7.57%	10.14%	17.71%	156	211	88	43	48	546	85
Agree -disagree	39	My agency is successful at accomplishing its mission.	69.58%	22.74%	46.84%	22.26%	5.60%	2.56%	8.16%	141	295	128	34	15	613	21
Agree -disagree	40	I recommend my organization as a good place to work.	64.63%	25.84%	38.79%	20.69%	7.21%	7.47%	14.68%	172	250	121	45	45	633	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	41.64%	13.67%	27.97%	27.19%	16.42%	14.75%	31.17%	82	162	148	92	83	567	69
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	85.05%	50.31%	34.74%	10.28%	2.32%	2.35%	4.67%	330	211	59	13	15	628	7
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.12%	34.14%	32.98%	17.10%	9.79%	5.99%	15.78%	224	207	99	58	37	625	10
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	65.98%	32.09%	33.89%	18.48%	7.93%	7.61%	15.54%	205	206	113	47	42	613	14
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	72.29%	38.06%	34.23%	17.73%	4.22%	5.76%	9.98%	218	189	89	21	30	547	82
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.29%	29.02%	37.27%	18.70%	8.89%	6.11%	15.00%	188	233	115	55	36	627	6

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Agree -disagree	47	*Supervisors in my work unit support employee development.	67.02%	32.20%	34.82%	19.35%	7.53%	6.10%	13.63%	210	217	106	45	35	613	21
Agree -disagree	48	My supervisor listens to what I have to say.	80.16%	45.56%	34.60%	11.20%	4.80%	3.84%	8.64%	302	213	65	32	23	635	N/A
Agree -disagree	49	My supervisor treats me with respect.	84.78%	50.48%	34.30%	8.15%	3.94%	3.13%	7.06%	330	208	48	26	19	631	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	77.22%	38.29%	38.92%	10.90%	8.06%	3.83%	11.88%	256	244	62	49	22	633	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	71.65%	42.67%	28.98%	15.46%	6.29%	6.60%	12.89%	283	186	86	39	39	633	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	77.56%	50.45%	27.11%	14.02%	4.92%	3.49%	8.42%	338	162	80	32	23	635	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.70%	14.53%	29.17%	22.86%	16.93%	16.51%	33.44%	94	188	134	104	96	616	18
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.05%	21.98%	31.07%	22.82%	10.47%	13.67%	24.13%	136	190	123	61	73	583	50
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	63.40%	23.94%	39.46%	21.99%	6.22%	8.39%	14.61%	149	235	116	34	45	579	50
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	58.85%	17.98%	40.87%	19.32%	13.13%	8.69%	21.83%	115	262	113	78	51	619	14
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.84%	19.42%	40.43%	22.14%	10.74%	7.27%	18.01%	113	233	119	58	41	564	62

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Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.38%	16.67%	36.71%	19.49%	14.88%	12.25%	27.14%	106	230	117	82	72	607	24
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	59.43%	19.07%	40.36%	20.55%	10.39%	9.64%	20.03%	121	254	118	55	57	605	25
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.59%	39.24%	26.35%	20.12%	5.66%	8.64%	14.30%	246	155	111	35	49	596	35
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	55.83%	26.07%	29.76%	23.63%	8.26%	12.27%	20.54%	170	190	138	54	72	624	8
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	61.59%	26.77%	34.82%	22.65%	8.03%	7.73%	15.76%	159	199	116	50	40	564	69
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	53.80%	16.81%	36.99%	21.22%	17.74%	7.24%	24.97%	116	238	125	108	43	630	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.75%	14.49%	34.26%	23.23%	18.11%	9.91%	28.01%	99	219	138	113	59	628	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	51.11%	19.43%	31.69%	20.91%	19.11%	8.87%	27.97%	132	200	128	113	54	627	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	44.83%	13.02%	31.81%	26.00%	18.78%	10.39%	29.17%	89	203	161	111	62	626	N/A

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Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	36.51%	12.17%	24.34%	27.68%	21.58%	14.24%	35.82%	86	153	178	125	86	628	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	53.22%	15.08%	38.14%	25.45%	15.07%	6.27%	21.34%	102	236	161	86	39	624	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	65.16%	24.24%	40.92%	18.80%	10.19%	5.85%	16.04%	157	261	112	62	34	626	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	55.35%	17.08%	38.27%	18.19%	15.26%	11.20%	26.46%	113	236	111	100	70	630	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	60.69%	19.38%	41.31%	20.40%	10.98%	7.93%	18.91%	127	268	118	69	48	630	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.20%	37.12%	45.08%	11.62%	4.75%	1.43%	6.19%	198	235	59	25	9	526	6
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	91.80%	43.94%	47.87%	8.20%	0.00%	0.00%	0.00%	31	30	5	0	0	66	4
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	82.24%	27.21%	55.03%	15.73%	0.88%	1.15%	2.03%	35	67	19	1	1	123	7

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Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.75%	27.05%	52.71%	20.25%	0.00%	0.00%	0.00%	11	19	9	0	0	39	12
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	63.25%	27.22%	36.03%	26.32%	0.00%	10.43%	10.43%	3	2	2	0	1	8	1
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	83.91%	21.34%	62.57%	11.96%	0.00%	4.13%	4.13%	5	14	3	0	1	23	3

* OPM prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Percentages are weighted to represent the Agency's population.